



## KENTUCKY STATE UNIVERSITY

### Policies and Regulations

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#### **POLICY TITLE:**

**Non-Fraternization Policy**

#### **APPLIES TO:**

**Academic Affairs**

**Student Engagement and Campus Life**

**Campus Community**

**Title IX**

#### **ADMINISTRATIVE AUTHORITY:**

**Office of General Counsel (OCG) and Office of Human Resources (OHR)**

#### **APPROVED BY:**

**President Koffi C. Akakpo (Interim Approval)**

#### **EFFECTIVE DATE:**

**September 26 2025**

#### **NEXT REVIEW DATE:**

**Six Months from Approval if Not Renewed or Made Permanent**

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#### **POLICY STATEMENT:**

The University is committed to maintaining a professional, ethical, and equitable learning and working environment. Personal relationships, particularly those of a romantic or sexual nature, may create conflicts of interest, compromise objectivity, and negatively affect decision-making.

The University strictly prohibits Faculty and Staff from engaging in romantic or sexual relationships with any student, regardless of classification. Such conduct is inconsistent with the University's mission and ethical standards. Any Faculty or Staff member found in violation of this policy will be subject to separation from employment in accordance with University procedures.

The University also strongly discourages amorous or sexual relationships between supervisors and subordinates, or between individuals where a power differential exists. If such a relationship occurs, it must be reported to the dean, department chair, or supervisor to ensure that objective evaluation and oversight arrangements are made.

## DEFINITIONS:

**Conflict of Interest**: A situation in which personal relationships compromise, or appear to compromise, objective judgment and decision-making.

**Personal Relationship**: Any familial, romantic, sexual, or business relationship (current or former) that may lead to real or perceived bias.

**Power Differential**: An imbalance of authority or influence (e.g., supervisor/employee, faculty/student) that may affect an individual's freedom to consent.

**Amorous or Sexual Relationship**: Any romantic or sexual conduct, whether consensual or non-consensual.

**Disclosure**: The requirement to report a personal relationship to the appropriate authority so that safeguards and alternative evaluation arrangements may be implemented.

## PROCESS:

Individuals must not participate in decision-making affecting those with whom they have a personal relationship.

Any existing or potential conflicts of interest must be disclosed to the appropriate authority (supervisor, dean, or department chair).

Faculty and Staff are prohibited from entering into romantic or sexual relationships with students.

If a relationship arises between individuals where a power differential exists, it must be disclosed, and oversight arrangements will be established.

Violations of this policy will result in disciplinary action, up to and including termination of employment.

## REFERENCES AND RELATED MATERIALS:

Title IX Policy  
University Code of Conduct  
Conflict of Interest Policy

## CONTACTS:

Subject	Office	Telephone	E-mail
General Questions	Human Resources	(502) 597-6667	<a href="mailto:human.resources@kysu.edu">human.resources@kysu.edu</a>

## HISTORY:

Revision Type	Date of Issuance/Revision	Drafter(s)/Editor(s)
Issued (New Policy)	February 2021	Unknown
Revised (New Template and Minor Revisions)	September 2025	Kendra Herve

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